

# Commonwealth Communiqué

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## Gov. Ernie Fletcher: State of the Commonwealth Address

(Editor's note: The following is the text of Gov. Fletcher's State of the Commonwealth Address delivered in the legislative chamber on the evening of Jan. 13. A message to employees from Gov. Fletcher will be a regular feature of future issues of Communiqué.)

### My fellow Kentuckians:

I have been in office for just 36 days and during this honeymoon period, I have enjoyed the amount of press I've been getting. But it does remind me of what newly elected Gov.r Ronald Reagan said regarding his early press: "If this has been a honeymoon, then I've been sleeping alone."

But then I suppose that's good, as I'm reminded of what Senator Bob Dole once said: "Anything that keeps a politician humble is good for democracy."

Only eight years ago, I represented a small segment of Fayette County in this chamber. I know the dedication, the hard work, and sometimes thankless hours you members work to serve your districts in this commonwealth. I didn't always agree with the outcome of the vote tally on this floor. And I learned of unintended consequences. One of the earliest bills we passed, over my objection, was redistricting. My district was moved two counties to the north, preventing me from continuing to serve.

I imagine a few of you wish you could take that vote back now.

But that change led me to other pursuits.

Those pursuits, oddly enough, have returned me to this chamber tonight, to address this body on behalf of all Kentuckians. Clearly, what decisions we make will affect the lives of others in ways we may not immediately understand.

I appreciate your teamwork and your insight, and I look forward to continuing our work together... because this is where we stand:

The state of the commonwealth is as challenging as it has ever been in the modern age.

We are prepared for the challenge, but let's not mince words: this is a government with problems at its very core, and those problems have festered for decades.

From the organization of the budget... to the structure of the tax code... to the culture of state government itself... we will find a better way.

We didn't get into this spot overnight, and it's going to take time to get us out.

My plan is focused on improving economic opportunity throughout the commonwealth.

That will be accomplished first by reorganization. And second, by the overhauling of our budget priorities and policy.

First, reorganization.

We have begun the largest reorganization of Kentucky government in decades, and perhaps in the history of the state.  
(Editor's note: Go to [reorg.htm](#) for information on Gov. Fletcher's Executive Order on Reorganization.)

The analysis began months before the election, anticipating that if we won, we would be on a fast pace to get things done in the first weeks in office.

We have reduced the number of cabinets from 14 to 8, eliminating duplicate services, and imposing quantitative measurements of growth and quality of service.

We have brought in the best people our state has to offer to run these cabinets. Each is outstanding in their fields, and each has walked away from their regular jobs to contribute their talents to Kentucky.

This is only the beginning. As we continue to reorganize, we have to look at things at the nuts-and-bolts level.

Do we really need Economic Development offices within ten miles of one another?

Can't more than one of our 50 state parks be financially self-sufficient?

How does issuing a purchase order cost more than the thing we're buying?

As we drill down, this list is only going to get longer.

On January 6 we abolished the racing commission, and then reformed it new as the Kentucky Horse Racing Authority. That's for starters.

I am bringing into the Governor's Office an expert, known nationally for his ability to increase efficiency and productivity.

Tonight, I ask you for ratification of our first steps toward the most comprehensive reorganization in decades.

The call for change was precipitated by the budget crisis.

We have inherited a budget crisis not only between revenue and spending, but also in structure.

We have found a way to meet this year's shortfall of just over \$300 million, and we're already planning and saving for the shortfall dictated by that structure into next year's budget.

These choices did not come without criticism. But they were necessary to ensure Kentucky's future.

Structural reorganization is one pillar of change. Overhauling our budget priorities and policy is the other.

Over the years, state government has moved in many directions without the knowledge, skills or funding to finish the job.

Government cannot do everything, so we need to first decide what government ought to be doing... then figure out what it's capable of doing... and then follow the jobs we choose to completion.

We have to decide what to fund, put off, or do without.

I believe we should select priorities that move us toward a goal we all agree on: creating new economic opportunity.

That means giving our new graduates a reason to stay here...

Attracting new industries, and keeping the ones we already have...

Balancing growth and industry with the protection of our natural resources...

Making Kentucky a place where children get an education for the 21st century workplace...

Ensuring accessible and affordable healthcare...

And fighting the scourge of illegal drugs.

This effort will begin by balancing our budget without raising taxes.

The budget we will present to you later this month will not be painless. But let me assure you, today's bitter pill will reduce tomorrow's pain.

Consider the problems we have to prioritize.

Economically, we have not kept up with the expansion of our neighboring states. Earnings per job in Kentucky are \$3000 below the national average.

Kentucky's economy will always include agriculture, mining and manufacturing, but high-tech is where the next generation of jobs lies, including advanced agriculture, manufacturing, clean coal technology, biotech and other knowledge-based industries.

That's why I've embraced the forward-looking work of the Office of the New Economy and connectkentucky to expand Internet access, because if we want to compete in the new economy, we have to be a wired state.

I want Kentuckians to get their fair share of new high-tech jobs. We have nowhere to go but up, because Kentucky is 29th in high-tech employment, 41st in the average high-tech wage, 43rd in R&D, and 46th in venture capital investments.

We'll attract those jobs to Kentucky by making this a business-friendly state. That's why I will work with you members of

the legislature to make life easier for women and men who have small businesses, and to pass my Kentucky Jobs and Wages initiative.

And for those serving in our National Guard, thank you for your sacrifice, and let me assure you: we are recruiting, and help is on the way.

In education, the improvement over the last few years has given us a firm foundation to build on.

And I want to commend you, as well as our teachers across the commonwealth who have made that possible.

The major educational challenge of today is illiteracy. Sixty percent of the prison population, and 90 percent of those on death row, can't read.

We're going to move forward on the "Read To Achieve" initiative to ensure that every child in the state can read at grade level by the end of the third grade.

The challenge is acute in minority communities, particularly in African-American communities, where twice the percentage of fourth graders read at only the novice level, compared to non-minorities.

Let me stop at this point and introduce our First Lady, Glenna.

Our First Lady will be promoting "Read to Achieve," and she is passionate about it. She will be driving home the point that reading is the foundation of every bit of learning and success in life.

Glenna, thank you for joining Senator Kelly and Speaker Richards to take on this job.

In higher education, we have asked our universities, along with the rest of state government, to make some sacrifices in the short term. But, be assured I understand and strongly support the essential role of higher education.

We have one of the nation's leading transplant centers, and our colleges and universities are making research advances in biotechnology, nanotechnology and other disciplines. This is the kind of work that helps bring more high-tech jobs to the state—and introduces our young people to opportunities they might like to pursue.

And, as I have pledged, we are going to bring a federal research lab to Kentucky.

Healthcare is a part of opportunity, too. Because if you want to work here, you have to want to live here. And living anywhere demands access to top-flight healthcare.

But we have problems.

The cost of healthcare is growing out of control.

Medicaid is failing to meet its obligations, especially to seniors in long-term care.

We are sorely lacking in public education on healthy habits of living.

Compared to the rest of the country, we get less physical exercise, and have more diabetes, cancer, and heart disease.

We need health insurance reform for the individual market and for state employees.

We need to promote preventive medicine.

These issues are especially important to me—which is why we will modernize Medicaid to make it easier to access, and to empower people to take control of their own healthcare.

That's why we're going to educate Medicaid recipients about preventive care.

And that's why we're cultivating new competition in the insurance market, to bring new providers back to the state so we can have lower rates for Kentuckians.

We have begun work on a medical liability program to stop the flood of doctors heading out of the state. President Williams has made this issue a priority, and I am pleased that today, Senate Bill 1 was passed by the Senate's State and Local Government Committee.

I know the House shares our desire to improve Kentucky's health, and I ask for your leadership to help us move this forward.

And there's a drug problem in this state that's destroying our communities and our young people, whether it's methamphetamine made in somebody's garage or inappropriate prescriptions for Oxy-Contin.

Our Lt. Governor Steve Pence also serves as Cabinet Secretary of Justice—we're getting two jobs for the price of one out of him. Just last week, he met with Attorney General Stumbo so they can find ways to fight this problem.

Lt. Governor Pence will convene a working summit of leaders as the first step toward a comprehensive plan for education, prevention, treatment and rehabilitation.

We must move beyond just being tough on crime to being effective on crime, not only for the sake of those caught in the jaws of addiction but also for the taxpayer who foots the bill.

Our economy has changed over the years—but you wouldn't know that to look at the tax code. The basis for funding government has to reflect the nature of the state's economy.

That's why we need a tax modernization plan that does not increase the tax burden on Kentuckians.

Half-measures won't get it. If we change one tax this year, and change another a couple of years down the road, we're missing the point.

This is comprehensive change in the way we do business to reflect the new economy, and to attract the human capital we need.

It will ease our budget problems in the future by growing our economy—not growing the tax burden. And it will ensure fairness for our low-income citizens, who today bear one of the heavier tax burdens in any state.

I know that elections are this year, and the easy answer is to put it off.

But, I ask you to join me to accomplish this long-overdue goal.

Constitutionally, this work must begin in the House. I offer to work in a bipartisan, bicameral way and, at the earliest opportunity, to tackle this challenge. The longer we wait, the longer we withhold expanded opportunity for those at whose pleasure we serve.

In closing, let me thank both sides of the aisle for how you've received me. This means a great deal to me, and it will mean a great deal to the people of the commonwealth as we work through these challenges together.

The people we represent expect fiscal and personal integrity from us, and that's what we'll deliver.

We're going to work together, and we're scheduling one-on-one meetings between each legislator and me. I want to know what you're thinking, and what your constituents are thinking.

There isn't going to be money for every project.

There is going to be some doing without so we can pay, for what we agree together, is most vital.

The state of the commonwealth is challenging, but we are more than prepared for that challenge.

Let us pledge together for all Kentuckians to restore hope and opportunity.

Thank you, and God bless Kentucky.

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## Personnel Commissioner Bob Ramsey greets employees

Dear State Employees,

As the newly appointed Commissioner for the Department of Personnel, I send greetings and best wishes to all.

First and foremost, I want to let all of you know that my commitment to fairness and equity for all employees will be the cornerstone of our management philosophy. An employee-friendly atmosphere must come from the top, and I will work with agencies to ensure this message is applied statewide. All employees, whether they work in Paducah or Ashland, Florence or Middlesboro, or anywhere in between, will receive the same, consistent customer service when they interact with us in the Department of Personnel.

I want to publicly state my unconditional support for the merit system and for the principles on which it is built. The Department of Personnel will work with the State Personnel Board to ensure that public employment in the Executive Branch will be based on ability, qualifications and performance, rather than membership or affiliation with an organization or group. The employees of the Department of Personnel and I will do everything under our statutory and regulatory authority to prevent any misuse of the system. The merit system has proven to be fair to all employees and will remain the law of the land. Employees will always have a voice at the table and that voice will be “ours”.

As a new year begins, I look forward to working with all of you to make Kentucky strong again.

(Note: A photo of Commissioner Ramsey is on the full page.)

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## Gov. Ernie Fletcher's Executive Order for Reorganization

On Dec. 23, Gov. Ernie Fletcher signed an executive order authorizing the reorganization of state government.

The executive order puts into effect the primary modifications proposed by the Governor's Blue Ribbon Commission on Governmental Organization and Efficiency. The signing of this order signals the initial implementation phase of reorganization, a merger and formation of various cabinets within the Executive Branch.

"I would like to thank the Blue Ribbon Commission for their hard work and dedication towards building a proposal that will allow us to streamline and enhance the services provided by state government," stated Gov. Fletcher. "I am proud to sign this executive order for reorganization because Kentuckians deserve the most efficient and effective state government possible. We will continue our work to ensure greater efficiencies and productivity in state government."

Members of the Commission include: Bruce Lunsford, the Honorable Richard Murgatroyd, Virginia G. Fox, Don Bowles, Bob Ramsey, John Hall, Alois Moore, Margaret Handmaker, Bill Street, Cathy Bailey, the Honorable Mike Buchanan, John McCarthy, and Andrew V. McNeill. Also included are Dr. Lee Todd, Dr. Jim Ramsey, Dr. Michael McCall, and John David Preston, all ex officio members.

## New organization

The Executive Order authorizes the following organizational units to be attached to the Governor's Office and their respective Cabinets:

### Office of the Governor

The following organizational units are attached to the Office of the Governor:

Department for Local Government, Department of Military Affairs, Kentucky Commission on Human Rights, Kentucky Commission on Women, Kentucky Commission on Military Affairs, Office of the State Budget Director, Department of Veterans' Affairs, and the Department of Personnel.

### Education Cabinet

The following organizational units are attached to the Education Cabinet:

Department of Education, Department for Libraries and Archives, KET, Kentucky Commission on the Deaf and Hard of Hearing, Governor's Scholars Program, Operations and Development Office, and the Board of Directors for the Center for School Safety.

Also, the Department for Technical Education, Department of Vocational Rehabilitation, Department for the Blind, Department for Employment Services, Kentucky Technical Education Personnel Board, Department for Training and Reemployment, Office of General Counsel, Office of Communication Services, Office of Workforce Partnerships, Office of Workforce Analysis and Research, Office of Budget and Administrative Services, Office of Quality and Human



Resources, Council on Postsecondary Education, and Education Professionals Standards Board.

## **Finance and Administration Cabinet**

The following organizational units are attached to the Finance and Administration Cabinet:

Office of Financial Management, Office of the Controller, Department for Administration, Department of Facilities Management, State Property and Buildings Commission, Kentucky Pollution Abatement Authority, Kentucky Savings Bond Authority, Deferred Compensation Systems, Office of Equal Employment Opportunity and Contract Compliance, Office of Capital Plaza Tower Operations, and the County Officials Compensation Board.

Also, the Kentucky Employees Retirement System, Commonwealth Credit Union, State Investment Commission, Kentucky Housing Corporation, Governmental Services Center, Kentucky Local Correctional Facilities Construction Authority, Kentucky Turnpike Authority, Historic Properties Advisory Commission, Kentucky Tobacco Settlement Trust Corporation, Eastern Kentucky Exposition Center Corporation, State Board for Proprietary Education, the Governor's Office of Technology, Department of Property Valuation, Department of Tax Administration, Office of Financial and Administrative Services, Department of Law, and Department of Information Ombudsmen.

## **Health and Family Services Cabinet**

The following organizational units are attached to the Health and Family Services Cabinet:

Department for Community Based Services, Department for Disability Determination Services, Public Assistance Appeals Board, Office of the Secretary, Kentucky Commission on Community Volunteerism and Service, Office of the General Counsel, Office of Program Support, Office of Family Resource and Youth Services Centers, Office of Technology Services, Office of the Ombudsmen, and the Office of Child Abuse and Domestic Violence Services.

Also, the Department for Public Health, Department for Medicaid Services, Department for Mental Health and Mental Retardation Services, Kentucky Commission on Children with Special Health Care Needs, Office of Certificate of Need, Office of the Secretary, Office of the General Counsel, Office of the Inspector General, and Office of Aging Services.

## **Transportation Cabinet**

The following organizational units are attached to the Transportation Cabinet:

Department of Highways, Department of Vehicle Regulation (with the exemption of the Vehicle Enforcement Division), Department of Administrative Services, Department of Fiscal Department, Department of Rural and Municipal Aid, Department of Human Resources Management, Office of the Secretary, Office of the General Counsel and Legislative Affairs, Office of Public Affairs, Office of Policy and Budget, Office of Technology, Office of Quality, and Office of the Transportation Operations Center.

## **Commerce Cabinet**

The following organizational units are attached to the Commerce Cabinet:

Department of Travel, Department of Parks, Department of Fish and Wildlife Resources, Kentucky Horse Park Commission, State Fair Board, Office of Administrative Services, Office of General Counsel, Tourism Development Finance Authority, Kentucky Arts Council, Kentucky Historical Society, Kentucky Center for the Arts, Kentucky Craft Marketing Program, Governor's School for the Arts, Kentucky African-American Heritage Commission, Commission on

Small Business Advocacy, and Kentucky Council and Office of Coal Marketing and Export.

## Environmental and Public Protection Cabinet

The following organizational units are attached to the Environmental and Public Protection Cabinet:

Environmental Quality Commission, Kentucky Nature Preserves Commission, Department for Environmental Protection, Department for Natural Resources, Department for Surface Mining Reclamation and Enforcement, Office of Legal Services, Office of Information Services, Office of Inspector General, Public Service Commission, Department of Insurance, Department of Housing, Building, and Construction, Department of Financial Institutions, Department of Mines and Minerals, Department of Public Advocacy, and the Department of Alcoholic Beverage Control.

Also, the Kentucky Racing Commission, Board of Claims, Crime Victims Compensation Board, Kentucky Board of Tax Appeals, Office of Petroleum Storage Tank Environmental Assurance Fund, Department of Charitable Gaming, Mine Safety Review Commission, Kentucky Athletic Commission, Department of Workplace Standards, Department of Workers' Claims, Kentucky Labor-Management Advisory Council, Occupational Safety and Health Standards Board, Prevailing Wage Review Board, Worker's Compensation Board, Kentucky Employees Insurance Association, Apprenticeship and Training Council, State Labor Relations Board, Kentucky Occupational Safety and Health Review Commission, Office of Administrative Services, Office of Information Technology, Office of Labor-Management Relations and Mediation, Office of General Counsel, Workers Compensation Funding Commission, Employers Mutual Insurance Authority.

## Justice and Public Safety Cabinet

The following organizational units are attached to the Justice and Public Safety Cabinet:

Office of the General Counsel, Division of Kentucky State Medical Examiners Office, Parole Board, Kentucky State Corrections Commission, Commission on Correction and Community Service, Division of Vehicle Enforcement, and the Kentucky Agency for Substance Abuse Policy.

## Economic Development

The Economic Development Cabinet is not affected by this reorganization.

## More information

For a PDF file of the full Executive Order, go to <http://personnel.ky.gov/eo03-064.pdf>. (Note: This link will open in a new browser window and leave this site.)

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## College Goal Sunday: Meetings offer financial aid info

Financial aid professionals will be available to meet with parents and college bound students at 17 sites across Kentucky on College Bound Sunday, Feb. 8, at 2 p.m.

A new year brings new opportunities, and one opportunity college-bound students need to take advantage of is filing the Free Application for Federal Student Aid, most often called the FAFSA. Students should always file the FAFSA even if they don't expect to need or receive student aid.

The FAFSA is the form students fill out to see if they qualify not only for federal grants and loans but also for many state and college student aid programs. Both students and their parents have to provide the information for the FAFSA, unless the student is independent under federal guidelines.

Basically, to be considered independent for the 2004-2005 school year, a student has to be one or more of the following: at least 23 years old, married, a veteran, a parent, or a graduate student. Otherwise, the student is considered dependent, and the parents will also have to provide information.

The FAFSA asks for information about 2003 income, assets, and expenses. The information is plugged into a formula set by Congress to determine how much federal and state aid the student is eligible to receive.

The quickest, easiest way to fill out the FAFSA is online at <http://www.fafsa.ed.gov/> (Note: This link will open in a new browser window and leave this site.). Those who submit the FAFSA online usually get a response seven to 14 days faster than people who submit a paper FAFSA.

Parents and students who want help filling out the FAFSA should attend the nearest College Goal Sunday session. College Goal Sunday is funded by the Lumina Foundation and the Kentucky Higher Education Assistance Authority, and is sponsored by the Kentucky Association of Student Financial Aid Administrators. Financial aid professionals will go over the FAFSA in detail and answer questions.

For a list of College Goal Sunday sites, visit <http://www.kasfaa.com> or <http://www.kheaa.com>. (Note: These links will open in a new browser window and leave this site.)

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## Kentucky gets a boost from the National Farm Machinery Show

Submitted by Misty Beeler, Kentucky Fair and Exposition Center

The 39th National Farm Machinery Show returns to the Kentucky Fair and Exposition Center Feb. 11-14. Produced by the Kentucky State Fair Board, the show draws more than 200,000 visitors worldwide and contributes \$19 million each year in economic impact to the Commonwealth.

Nearly 800 exhibitors offer the latest equipment, the newest services, the best technology and valuable seminars. And the National Farm Machinery Show just wouldn't be complete without the indoor roar of the 36th Championship Tractor Pull, which begins each evening at 7:30 p.m., with an additional show at 1 p.m. on Saturday. The Tractor Pull draws the nation's best drivers and their power-pulling machines to compete for a share of the \$200,000 in prize money awarded in part by the pull's sponsor, Syngenta.

Admission to the National Farm Machinery Show is free. Tickets for the Championship Tractor Pull are \$21 for each show. Tickets can be purchased by calling the KFEC Ticket Office at 502-367-5144, or by calling Ticketmaster at 1-800-487-1212. Also, visit [www.ticketmaster.com](http://www.ticketmaster.com) to order and print your tickets online using ticketFast.

## More information

For more information, visit [www.farmmachineryshow.org](http://www.farmmachineryshow.org). (Note: This link will open in a new browser window and leave this site.)

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## Commission to commemorate 1964 civil rights march

**Submitted by Victoria Dempsey, Kentucky Commission on Human Rights**

The Kentucky Commission on Human Rights will commemorate the historic 1964 civil rights march on Frankfort with a special ceremony on the morning of March 3. State government officials and employees are invited to attend. Call the Commission at 502-595-4024 or 1-800-292-5566 for details.

The commemorative event marks the date forty years ago on March 5, when the Rev. Martin Luther King Jr., baseball legend Jackie Robinson, and Kentucky civil rights leaders, including Sen. Georgia Davis Powers, led more than 10,000 people from across Kentucky to rally at the Capitol. The rally was in support of a bill, then being considered by the General Assembly, that would desegregate public accommodations.

A group of 32 young people also conducted a hunger strike in the general assembly galleries for a week after the rally. The bill never made it out of committee during that session, which ended just a few weeks after the march, but The Kentucky Civil Rights Act was later passed in 1966.

## Roundtable also scheduled

Following the commemoration in Frankfort on the morning of March 3, the commission will also help lead a roundtable in Lexington on the afternoon of March 3. The Civil Rights Roundtable will be held from 1 - 5 p.m. during the Quad State Fair Housing and Equal Employment Opportunity Conference at Lexington's Hyatt Regency.

For more information, contact Cynthia Fox at the Kentucky Commission on Human Rights, 502-595-4024 or 1-800-292-5566.

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## Statements of Financial Disclosure: frequently asked questions

Submitted by Jill LeMaster, Executive Branch Ethics Commission

The Executive Branch Code of Ethics requires all elected constitutional officers, all major management personnel, and certain board and commission members to file an annual Statement of Financial Disclosure no later than April 15 of each year.

The following will help provide guidance with those filings:

**Q. Will I be notified if I am required to file a statement of financial disclosure?**

A. Yes, the Commission will notify you by mail in late January.

**Q. Where can I get a copy of the 2003 statement of financial disclosure for completion?**

A. On the Commission's web site at <http://ethics.ky.gov/>. (Note: This link will open in a new browser window and leave this site.)

**Q. I am no longer employed with the Executive Branch of state government. Do I still have to file a statement of financial disclosure?**

A. Yes, if you were employed during the previous calendar year, you must file for that calendar year.

**Q. Are the statements of financial disclosure open records?**

A. Yes, however, all personal information is redacted before releasing.

**Q. Are cars and boats considered real property that need to be disclosed?**

A. No.

**Q. May I E-mail or Fax my statement of financial disclosure to the Commission?**

A. No, it must be submitted by hard copy with an original signature.

**Q. If the 15th of April falls on a weekend, when is my statement of financial disclosure due?**

A. On the Monday following the 15th.

**Q. Do I need to identify any adult children?**

A. Only if they are dependents.

**Q. Do I need to include my home mortgage when identifying creditors?**

A. Yes.

**Q. Must I reveal confidential clients of my spouse from whom I have received retainers?**

A. Only if the retainers relate to matters of the state agency for which you work, supervise or serve in a decision-making capacity.

**Q. If my position has changed during the year, which position do I list?**

A. The position that you held on December 31, provided that position is an “officer” position.

**Q. If I resign my state government position during the year, by when do I have to file a statement of financial disclosure?**

A. Within 30 days of your resignation.

To help educate the employees of your agency on provisions contained in the code of ethics, the staff of the Executive Branch Ethics Commission will provide a class (up to three hours) for your agency at no charge. These classes can be tailored to your specific agency, and include many “hands-on” activities. To schedule a class for your agency, contact Jo Ledford at 502-564-7954.

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## KSP officers receive awards: Highway Safety Award, Commissioner's Commendations, DUI awards presented

Submitted by Les J. Williams, Kentucky State Police

Kentucky State Police Major Henry P. “Sonny” Cease, Jr. has been recognized by the Kentucky Division of the Federal Highway Administration for outstanding lifetime contributions to highway safety.

In presenting Cease with the Federal Highway Division Administrator’s Award for Excellence in Highway Safety, the agency noted his “sustained, continuous, career-spanning and unusual initiative and creativity in developing highway safety programs within KSP and the communities it serves.”

An 18-year KSP veteran, Cease has been instrumental in the development and implementation of the crash reconstruction program in Kentucky. As the lead investigator and reconstructionist for the Carrollton bus crash in 1988, Cease quickly recognized the importance of thorough and unbiased crash investigation techniques. He has since spearheaded efforts to improve crash reconstruction training standards within the Kentucky State Police and throughout all law enforcement agencies in the state.

Cease’s efforts led to the creation of KSP’s regional Accident Reconstruction Team concept, which provides teams of trained personnel for deployment to fatal crash scenes to support local agencies. The success of this program has led to its emulation by other states throughout the country.

His vision and dedication to highway safety was once again demonstrated this past September with the implementation of KSP’s “Drive To Stay Alive” program for high school students. Twenty-three teens from 25 schools received five days of classroom and hands-on driver training at KSP headquarters in Frankfort. They then teamed up with local state troopers to bring their safety message and highway skills back to their fellow students.

Cease currently serves as assistant director of the Division of Technical Services at KSP headquarters in Frankfort. His previous assignments include KSP Post 2 in Madisonville, KSP Academy Commander, Intelligence Branch Commander and Commander of KSP Post 12 in Frankfort.

A native and current resident of Louisville, Cease graduated from Jesse Stuart High School in 1979 and the University of Kentucky in 1983.

## KSP Detectives receive Commissioner’s Commendations

Three KSP detectives received Commissioner’s Commendations for outstanding achievement in keeping with the highest traditions of the Kentucky State Police.

## Commendation recipients:

Det. James Corbett, Post 15-Columbia, was recognized for his efforts in uncovering a major supplier of marijuana and cocaine in Central Kentucky. Corbett coordinated multiple surveillance details, involving both KSP and Drug Enforcement Agency personnel, that were directly responsible for the indictment of approximately 20 individuals involved in a large-



scale crime organization.

Det. Wayne Hedgespeth and Det. Timothy Simpson, West Drug Enforcement Branch, were recognized for surveillance and investigative activities that led to the indictment of two individuals involved in a marijuana-growing operation in Green County. During a raid, the detectives found evidence that included marijuana plants, processed marijuana, cocaine, and indoor growing equipment.

The officers' diligence, professionalism and commendable investigative skills were instrumental to the successful conclusion of these cases.

## **Troopers recognized for DUI efforts**

Sixteen KSP troopers were recognized in December at the Governor's Impaired Driver Enforcement Awards luncheon held at the Hyatt Regency in Lexington. "These officers have excelled at removing impaired drivers from the roadways of the Commonwealth," said Capt. Brad Bates, commander of the Governor's Highway Safety Program.

"The impact of their efforts is impossible to calculate," he added. "However, it is a safe assumption that many of their DUI arrests prevented tragic alcohol-related crashes and saved untold lives. The citizens of Kentucky owe these officers a great deal of thanks for their diligence in making a positive difference every day on our roadways."

First place honors went to Post 11-London with a total of 912 DUI arrests, followed by Post 9-Pikeville with 819 arrests and Post 15-Columbia with 732 arrests.

Top individual honors went to Tpr. David Cornett, Post 11-London, with 127 arrests.

## **Other winners included:**

Post 1: Tpr. Jason T. Manar, 84 arrests; Post 2: Tpr. Timmy Jewell, 47 arrests; Post 3: Tpr. Corey Buckner, 78 arrests; Post 4: Tpr. Scott Brown, 84 arrests; Post 5: Tpr. Derris Hedger, 73 arrests; Post 6: Sgt. L.S. Miller, 54 arrests; Post 7: Tpr. Chris Short, 76 arrests; Post 8: Tpr. Jerry Perkins, Jr., 82 arrests; Post 9: Tpr. Craig Stalker, 71 arrests; Post 10: Tpr. Jimmy Young, 88 arrests; Post 12: Tpr. David Fugate, 98 arrests; Post 13: Tpr. Tim Mullins, 46 arrests; Post 14: Tpr. Shane Goodall, 101 arrests; Post 15: Tpr. Jeremy Johnson, 91 arrests; Post 16: Sgt. Robert Shoultz, 108 arrests.

"Last year, alcohol-related fatalities accounted for 22.7 percent of the 917 people killed on Kentucky's roadways," noted Bates. "However, in 1983, more than 56 percent of the state's fatalities were alcohol related. That's quite a drastic change over 20 years. We hope that programs such as this have helped contribute to increased enforcement, thereby reducing the numbers to current levels."

(Note: See the "full page" for photos.)

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## Russellville teacher named top Technical Education instructor

**Submitted by Mary Ann Scott, Workforce Development**

Sharon Grace, a Russellville Area Technology Center (ATC) instructor, was named Department for Technical Education 2003 Teacher of the Year. Grace has been a health sciences instructor at the school since 1993.

The award is given for demonstration of excellence in teaching and for community leadership.

Don Evans, Russellville ATC principal, said Grace has many attributes that make her deserving of the award.

“It's hard to say just a few good words about her,” said Evans. “Sharon is professional in every sense of the word. She cares deeply for each and every student and does everything that she can to ensure their success.”

Grace and others were honored during DTE's 2003 Awards and Recognition ceremony, which was held Dec. 4 at the Jackson County ATC. DTE administers 53 area technology centers for secondary students.

(Note: A photo of Grace is on the "full page.")

## Other award recipients

Terry Sullivan was named DTE's Beginning Teacher of the Year. He is an information technology instructor at the Fulton County ATC. The Beginning Teacher award recognizes an outstanding teacher with three or fewer years of teaching experience.

Carroll County ATC's office technology program was named Outstanding Program of the Year. The program was selected because Carroll County ATC'S office technology teachers, Cathy Foisel and Crystal Raisor, set high standards for their students and because the program has received publicity for its accomplishments.

Bobby Richardson, who was a maintenance worker at the Mayfield Graves County ATC, posthumously received the Outstanding Staff Achievement award. The award is given for demonstration of excellence in job performance and overall contributions to technical education.

Ronnie Partin, principal of the Corbin ATC, was honored with the Kentucky Tech Outstanding Administrative Staff Achievement award. The award is presented for excelling in job performance and being a community leader.

Jenna Macy with the Breckinridge County ATC was presented the Outstanding Student award. This accolade recognizes a student who has excelled in attaining a gainful skill, demonstrated leadership ability and practiced good citizenship.

DTE also presented Bluegrass State Skills Corporation Executive Director Ken Carroll with its Commissioner's Partnership Award. This award recognizes an alliance between DTE and a business, government agency, organization or individual who has been involved in the successful design and implementation of a project or program. Carroll is with the Cabinet for Economic Development.

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## Need meeting facilities? Think state parks

Submitted by Jim Carroll, Kentucky Department of Parks

Kentucky State Parks are best known for their variety of recreational activities, but state government meeting planners will also find a wide range of modern facilities for groups ranging from 30 to 1,200.

Winter is an ideal time to book a meeting at a state park. Resort lodges offer the same comfortable accommodations available in the peak of summer, but without the hustle and bustle that accompanies vacationers. Many parks also plan special events during the winter, providing a conference attendee with an opportunity to mix business with pleasure. Events can vary from eagle watching weekends to square dancing to mystery murders.

In all, 22 parks provide conference space, including all 17 state resorts. The latest addition is the Ray Mullinix Conference Center at Dale Hollow Lake State Resort near Burkesville in south-central Kentucky.

This \$2.5 million conference center provides 11,000 square feet of meeting space that can accommodate up to 250 persons. All the latest technology is designed into the building, and a full-service kitchen is situated right next door.

## More information

For more information on group accommodations at Kentucky state parks, call Lois Glover in the Department of Parks at 502-564-8110, ext. 230.

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## KDLA offers services just for state employees

Submitted by Nancy Houseal, Kentucky Department for Libraries and Archives

The Kentucky Department for Libraries and Archives Web site was recently redesigned, and the address changed. Colors have changed, navigation has shifted, some sections have changed names, and new features have appeared. (See [kdlaweb.htm.](#))

One of the new features is “Just for Kentucky’s State Government Workers.” It provides links to services designed to help state government workers with their information and training needs.

### Among those services listed are:

#### Ask a Librarian

[kdla.ky.gov/research/sgasklib.htm](#) (Note: This link opens a new browser window and leaves this site.) – An E-mail consultation service designed to assist you with questions related to work, including in-depth research, quick reference look-up, and obtaining materials from other libraries;

#### Training Materials Resource Lists

[kdla.ky.gov/sgworker/training.htm](#) (Note: This link opens a new browser window and leaves this site.) – Listings of training resources (books, videos, articles and websites) created in cooperation with several agency training courses, including the Governmental Services Center and GOT’s Division of Information Technology Training;

#### Interlibrary Loan

[kdla.ky.gov/sgworker/ILL.htm](#) (Note: This link opens a new browser window and leaves this site.) – Information on full interlibrary loan services to state agency employees, enabling them to request information sources from other libraries across the nation and the world;

#### Access to Electronic Databases

[kdla.ky.gov/sgworker/edatabases.htm](#) (Note: This link opens a new browser window and leaves this site.) – Details on state government employees’ access to a variety of research databases directly from their personal workstations;

#### Assistance with Government Records Management

[kdla.ky.gov/recmanagement/state.htm](#) (Note: This link opens a new browser window and leaves this site.) – Description of services to help state agency personnel establish, implement, and improve records management programs; and

#### State Government Publications on the Internet

[kdla.ky.gov/collections/stategov/internetpublications.htm](#) (Note: This link opens a new browser window and leaves this site.) – Links to web pages of Kentucky state agencies with digitized brochures, bulletins, catalogs, databases, directories, event calendars, fact sheets, guides, manuals, newsletters, press releases, statistics, and reports for online publication.

## More information

The Kentucky Department for Libraries and Archives is dedicated to “Serving Kentucky’s Need to Know.” The Department is located at 300 Coffee Tree Rd. in Frankfort, next to the Vietnam Veteran’s Memorial. For driving directions and operation hours, please visit the agency’s Web site at [www.kdla.ky.gov](http://www.kdla.ky.gov). (Note: This link opens a new browser window and leaves this site.)

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## Personnel to roll out self-service for applicants and employees in February; extend hours

The Department of Personnel is instituting several changes, and rolling out new systems, to better serve its clients.

As part of its mission to use cutting-edge technology to provide valuable services, the Department will roll out three new systems during February, all designed to streamline the information available to employees and applicants seeking state merit positions.

### The systems are:

- Automated Self Service System
- Web Enabled Application
- Phone Map System

With these new systems, applicants who apply for merit positions and are placed on a register will no longer need to call the Personnel Department to obtain information. By using an ID and pin number, they will be able to use the Internet to access their records. An ID and pin number will be issued when the applicant is approved to be placed on a register.

### The new systems will allow applicants and employees to:

- View a previously submitted application.
- Submit a new or updated application.
- Obtain a list of counties in which they desire to work and have requested their name be certified for employment to state agencies in those counties.
- Change counties to which they desire to be certified.
- Review test scores.
- View a listing of positions for which they have been approved and placed on merit registers.
- View their personal information and request changes, including changes in address or phone number.
- Request that their records be reviewed for placement on additional registers.

## Phone map system

The new phone map system provides citizens throughout Kentucky with automated driving directions to the Department of Personnel. Anyone who would like to visit the Department's Division of Staffing Services to complete an employment application and be placed on a register, or obtain other services, can call the Applicant Processing Branch at 502-564-8030 for phone map directions. Directions are provided to the Department of Personnel from the north, south, east, west and the Bluegrass Parkway.

## Register Branch extends hours; offers automatic register filling

Staffing Services' Register Branch is also making changes to better serve managers and employees in state government. Effective Feb. 1, the hours of the Register Branch will be extended until 6 p.m. EST to accommodate managers and employees in western Kentucky. Managers and employees will now be able to call the Register Branch at 502-564-6922 between 7:30 a.m. and 6:00 p.m. EST.

In addition to extending its hours, the Register Branch recently instituted the Automatic Filling of Registers on the closing date of the advertisement listed on the Department of Personnel's Web site. Agencies were also given the latitude to enter the closing date of not less than 10 calendar days from the posting date, as required by KRS 18A:110, and no more than 20 calendar days from the posting date, based on agencies individual needs and choice. In addition, any agency that wishes to change the mode of advertisement from competitive to internal mobility, or vice versa, will be required to re-advertise for at least 10 consecutive days.

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## KEAP Informed: Alphabet Soup

By Doug Crowe, Kentucky Employee Assistance Program (KEAP)

What do all those letters after therapists' names mean? What is the difference between a psychologist and a psychiatrist? Who is authorized to prescribe medication? Who will health insurance companies accept as providers?

An increasing number of mental health professions are being recognized for reimbursement by health insurance companies. The following is a brief sketch of the various disciplines, sorted by their academic degrees and state certifications. All of the following must have the requisite academic training and degree, along with extensive internships and various lengths of supervised practice, before being allowed to practice independently. They all must also pass state licensure board exams.

Let's start with the professionals who can prescribe medications. Psychiatrists have an M.D. (medical doctorate) and can prescribe medications. They are medical doctors who have taken specialized training in mental disorders, biomedical treatments and psychotherapy. Advanced Registered Nurse Practitioners (ARNP) have at least a master's degree in nursing and advanced education in the care of particular groups of patients, and are allowed to prescribe medications.

The other professionals listed below use various methods of "talk" therapy, including behavioral, rational-emotional, learning, family-dynamics, and numerous other forms of psychotherapy. They are not allowed to prescribe medications but may work closely with medical doctors or psychiatrists who do.

Licensed Psychologists have a Ph.D., Ed.D., or Psy.D. (doctorate) degree in psychology or counseling. Certified Psychologists, Licensed Psychological Practitioners, and Licensed Psychological Associates have an M.A. or M.S. (master's degree) in Psychology or Counseling. Psychologists are trained in assessing, diagnosing, and treating mental disorders and psychological problems.

Licensed Clinical Social Workers (LCSW) have a master's degree in social work, along with specialized clinical training.

Licensed Professional Counselors (LPC) have a master's degree in counseling and a supervised internship in delivering counseling services. Certified Alcohol and Drug Counselors generally have a bachelor's degree and an internship in understanding alcohol and drug dependency problems and treatment. Licensed Marriage and Family Therapists (LMFT) have master's degrees and advanced internships, and training in working with family and marital problems.

Be aware that not all health insurance companies recognize all of the above professionals. Selecting an appropriate mental health care provider is an important decision.

## Contact KEAP

The KEAP staff is available to help with assessment and referral services to assist state workers and their families in making this decision. Our telephone number is 502-564-5788 or 1-800-445-5327.

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## Programs help with personal problems; conflicts at work

When state employees need the help trained professionals to deal with personal problems, or to resolve conflicts at work, assistance is available through two programs of the Department of Personnel.

The two programs have two distinctly different missions. The Kentucky Employee Assistance Program (KEAP) is available to help employees find solutions to personal problems that may hinder their work, while the Kentucky Employee Mediation Program (KEMP) helps employees resolve on-the-job disagreements with co-workers or supervisors.

### KEAP's services

Personal problems involving marital, family, or emotional distress, alcoholism and drug abuse, financial or even medical issues can seriously diminish an individual's job performance, says Mary Jane Cowherd, manager of KEAP. KEAP is not a counseling clinic, but its trained professionals offer assessment and referral services.

Each person seeking assistance from KEAP will receive a confidential assessment to clearly identify the problem. The assessment may be conducted face-to-face or by telephone, making KEAP's services as readily available to employees throughout the state as to those in Frankfort. After conducting a thorough assessment, the KEAP professional may make a referral to the most appropriate professional or resource, and assist the employee in making contact with those resources.

KEAP's services are confidential, as required by state and federal law, and are permitted on state time, with the supervisor's prior approval. Employees who prefer not to inform the supervisor may use their lunch hour, request an appointment after hours, or use personal leave. Supervisors may refer an employee to KEAP when job performance deteriorates, but the employee's participation is voluntary.

KEAP's services are also free of charge to state employees and their dependents. There may be a charge for resources to which an employee is referred, and employees should be sure to follow proper procedures to receive insurance benefits for such services as mental health and substance abuse counseling.

In addition to assisting individual employees, KEAP is also available to workgroups. Staff members offer crisis intervention following critical events or trauma in the workplace, and grief response when death affects a workgroup. KEAP is also available for staff development, supervisor training and for consultation with supervisors. Training offered by KEAP includes a session designed to increase employee awareness of its services, as well as a variety of educational programs on such topics as stress management, mental health, budgeting, and substance abuse.

### Contact KEAP

Call KEAP toll free from anywhere in the state at 1-800-445-KEAP, or call 502-564-5788 in Frankfort. Employees of the Kentucky State Police should call KSP's Employee Assistance Program at 502-573-1719. For more information, go to KEAP's Web site at <http://kygovnet.state.ky.us/personnel/emphb/keap.htm>. (Note: This link will open a new browser window and leave this site.)

## **KEMP's services**

KEMP is a mediation service that offers help in solving disputes among employees, or between employees and supervisors.

During mediation, a trained mediator facilitates a meeting between parties in conflict, and helps them reach an agreement that is acceptable to both of them. The mediator does not make decisions or advocate certain solutions. Linda House, manager of KEMP, says that mediations are successful nationally in over 80 percent of cases.

Like KEAP's services, KEMP's services are available free of charge to all state employees, are scheduled on state time, and are confidential. House says an agreement is usually reached within three hours. Confidentiality is part of the agreement all parties are asked to sign at the beginning of a mediation.

All parties involved also agree to listen respectfully to the other's views and to work toward a resolution of the conflict. Because the mediator is a facilitator, not an investigator, no one has to prove anything.

During a mediation, the mediator gathers information on the conflict, helps the parties involved clarify issues, and gets the parties moving toward a solution to the conflict. Once the parties reach an agreement, all parties sign it. The parties are given a copy of their agreement and are expected to honor its terms.

## **Alternative to appeals, grievances**

Mediation does not replace the avenues of dispute resolution currently available to employees and supervisors, but mediation does give state employees an alternative to the appeals or grievance process. Mediation is voluntary and confidential, and the employees involved can be assured that the mediator is a neutral party. Although mediation does not take the place of the Personnel Board, it is expected that the informal mediation process will result in a decreased number of formal grievances and appeals filed with the Personnel Board.

Mediation offers the following benefits over the grievance or appeals process:

- It is less adversarial as the parties have control of the process.
- It is not a formal process in that there is no hearing officer to determine the outcome.
- It's a Win-Win, not a Win-Lose. Parties are more satisfied than when a solution is imposed by a third party.
- It is less expensive than the appeal process or litigation.
- Compliance of all parties is higher than when a solution is imposed by a third party.
- Parties have more control over the outcome and feel more empowered to fix their dispute.
- It establishes detailed terms on how to implement the agreement.
- Direct involvement of the parties involved increases the likelihood that the working relationship will be preserved.
- Increase in employee morale/productivity.
- Decrease in employee turnover and its associated costs such as recruiting and training new employees.
- Improved communication/listening skills.
- Decrease in travel paid by the agency for representatives to attend Personnel Board hearings.
- Decrease in the use of accrued leave by the employee to prepare the appeal, attend the appeal, and

leave taken because the employee does not want to be at the workplace.

- Decrease in the amount of compensatory time accrued by other employees covering for the aggrieved employee.
- Strengthens working relationships.

The KEMP staff is made up of one full-time mediator, Linda House, and seven part time mediators, who are trained volunteers from various state agencies. In order to maintain their role as an impartial facilitator, mediators do not hold mediations involving their own agencies.

## Contact KEMP

To arrange a mediation, call Linda House toll free at 1-866-725-5463, or call 502-564-3433 in Frankfort. You may also contact her by e-mail at [LindaC.House@ky.gov](mailto:LindaC.House@ky.gov). There is also a mediation request form on KEMP's Web site at [personnel.ky.gov/kemp.htm](http://personnel.ky.gov/kemp.htm). (Note: This link will open a new browser window and leave this site.)

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## Winter survival: Prepare for a winter storm; protect your health in the cold

**Submitted by Clark Rowland, State Safety Coordinator**

Now that winter is upon us, it may be important to make a few plans in case we have another situation as experienced last winter.

First, we should monitor weather reports for updated storm information. We must be aware of some winter weather terms. "Watch" means a winter storm is possible for the area and "Warning" means a winter storm is expected. A "Blizzard Warning" will also include snow driven by strong winds and possibly dangerous wind-chills.

It might be wise to assemble a Winter Survival Kit. Keep extra blankets, a battery-powered radio, flashlights, and extra batteries on hand. Essential medications sufficient to last a few days would also be required. Canned or other foods that require no special preparation and a manual can opener should be available, along with at least a three-day supply of drinking water equal to at least one gallon per person per day.

If a winter storm "Watch" is issued, be aware of changing conditions and avoid unnecessary travel. Listen to NOAA Weather Radio or local media.

If a winter storm "Warning" is issued, avoid travel by car if possible. If you must travel, include some warm items, such as blankets, warm coats, gloves or mittens, hats, and possibly water-resistant boots for each traveler. Keep the fuel tank as full as possible. You should consider the potential of becoming stranded and pack some essentials, such as daily medications, and some energy snack foods. In addition, be sure someone knows your destination, route of travel, and your estimated arrival time.

## Health precautions

If you have to go outside, remember, several layers of lighter-weight clothing will keep you warmer than a single heavy garment. A hat will help prevent loss of body heat. Cover your mouth to protect your lungs. Understand the effects of wind chill on exposed skin. Walk very carefully on slick surfaces.

After the storm, if you shovel walks and drives, avoid overexertion and take frequent breaks. Shoveling is physically strenuous.

You face increased risk of cold-related health problems when you take certain medications, are in poor physical condition, or suffer from certain illnesses, including diabetes, hypertension, or have cardiovascular disease. Prolonged exposure to freezing or cold temperatures may cause serious health problems for anyone. Danger signs include uncontrolled shivering, slurred speech, clumsy movements, fatigue, and confused behavior. If these signs are observed, get emergency help.

## Winter health tips

- Learn the signs of cold-induced illnesses.
- Wear proper clothing for the conditions, such as layers that can be adjusted as needed.
- In extreme conditions, take frequent breaks in warm dry shelter, to allow the body to warm up.
- Avoid exhaustion or fatigue because energy is needed to maintain warmth.
- Drink warm, sweet beverages, but avoid drinks with caffeine or alcohol.
- Eat warm, high-calorie foods such as hot pasta dishes.

Preventing a cold-related emergency is much better than trying to recover once you've become ill or hypothermic.

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## Safety Corner: Why back belts may not prevent injuries

Submitted by Clark Rowland, State Safety Program

Do your job duties include heavy lifting or other physical labor? Have you been asked to wear a back belt? A back belt may not be right for you.

### What is an industrial back belt?

Currently there are more than seventy varieties of industrial back belts available and are referred to as air belts, abdominal belts, or back support belts. Typically, they are a lightweight elastic belt, fitting around the waist and lower back. Generally they are worn over the work clothes and often held in place by suspenders.

### Do they work to prevent back injuries?

There does not seem to be much convincing evidence that the use of back belts will lessen the hazards of strenuous or repetitive work. There is some evidence that the use of back belts may actually increase the risk of injury by providing a false sense of security. Additionally, there may be some loss of strength of the stomach muscles, permitting risk of injury when the belt is not worn.

### In not, why?

Lifting produces forces on the spine, which are not reduced by the use of the belts. They don't "counter-balance" the lifting forces or stiffen the spine. The belts do not reduce much of the forward bending associated with most lifting efforts. There is little scientific evidence that back belts "remind" workers to avoid awkward lifting postures.

### What can we do?

The more effective way to reduce back injuries is to implement an overall program of ergonomic audits, modification of tasks, and providing training programs for proper lifting techniques. Most organizations that have shown reductions of back injuries with the use of back belts have combined the use with training and ergonomic programs.

### More information

For ergonomic assessments training, contact OSHA Education and Training Branch at 502-564-3070, or contact Clark Rowland of the State Safety Program at 502-564-6847. You can also contact Rowland by e-mail at [allenc.rowland@mail.ky.gov](mailto:allenc.rowland@mail.ky.gov).

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## Need a New Year's Resolution? Stop smoking

Jan. 1 has passed us by, but it's not too late to make an important resolution for 2004. The Kentucky Department for Public Health encourages Kentuckians to consider stopping or reducing their smoking.

According to the latest federal government report, Kentucky's tobacco-use rates are the highest in the nation, and lung cancer takes the lives of nearly 8,000 Kentuckians annually.

## Why quit?

There are many great reasons to quit. They include:

- If you stop smoking, you will send a strong message to our young people that it is important to stop smoking.
- If you stop smoking, in the first year you will reduce your risk for heart disease by 50 percent, and improve your ability to participate in physical activities.
- In the long term, quitting smoking reduces your risk of heart disease, stroke, cancer, and such lung diseases as emphysema and bronchitis, and also reduces wrinkling and aging of the skin and eyes.
- In the short term, when you stop smoking you improve your overall health-reducing respiratory problems, dental problems, nervousness and depression, and a tendency toward other health-damaging behavior.
- When you quit smoking, you set a good example for your children to follow, and your home, car, clothing, and breath will smell better. Food will taste better.
- At \$3 per pack, quitting smoking could mean a savings of \$1,000 or more each year.

If you think kicking the smoking habit sounds like a New Year's resolution worth pursuing, Kentucky's Tobacco Prevention and Cessation Program wants to help. First, be determined to make a full commitment to cessation. Commit to quit because you want to, not because someone else wants you to quit. If you want to break the nicotine addiction, here are some things to consider.

## Assess your tobacco use:

- Why do you smoke? Is there something healthier you can do to get that type of pleasure?
- When do you smoke? What can you do at that time or in those situations to break the habit of reaching for a cigarette?
- Who can help you? Find family and friends who will be supportive and compassionate in your endeavor. Orchestrate a plan so that someone will have contact with you often in the early days of

cessation. You will need positive encouragement and lots of it.

## Find activities that will assist you in quitting.

- Drink lots of water. Water helps remove nicotine from your body.
- Begin an exercise program. Becoming more active will help keep your mind off wanting a cigarette, and the exercise is good for your entire body.
- Make a list of the reasons you want to be a non-smoker, and read it often to remind yourself why you are doing this.
- Plan a celebration for your first week without smoking, then your first month. These are major milestones. Reward yourself!
- Get your teeth cleaned. Your mouth will feel and taste better.

It is important to remember that if you do smoke a cigarette, you have not failed. Look at what transpired for you to reach for a cigarette. What can you do in the future to change the outcome of a similar situation?

## Helpful programs and resources

For more information and ideas for quitting smoking, contact the Tobacco Control Coordinator in your local health department. They have resources and contacts to help you reach your goal. Programs like Cooper-Clayton combine nicotine replacement therapy with behavioral modification over a 13-week period to help smokers quit.

Your physician can provide prescription medications to help you reach your goal. Nicotine Replacement Therapy includes patches and gum, and either can be used to help you reach your goal.

A Web-based smoking cessation program is provided by the American Lung Association at [lungusa.org/ffs/index.html](http://lungusa.org/ffs/index.html). (Note: This link opens a new browser window and leaves this site.) Logging on will give you something to do with your hands, and the site is available 24 hours a day - whenever your cravings hit.

Several toll-free quit lines are also available to provide brief intervention when the conviction to quit may waiver. For free assistance and information call:

- Cancer Information Service (877) 448-7848
- Great Start (866) 667-8278
- American Cancer Society (800) 227-2345

## More information

For more information about the Kentucky Tobacco Prevention and Cessation Program, call Irene Centers at 502-564-7996, extension 3808, or go online to [chs.ky.gov/publichealth/tobacco.htm](http://chs.ky.gov/publichealth/tobacco.htm). (Note: This link opens a new browser window and leaves this site.)

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## KDLA launches user-friendly, redesigned Web site

Submitted by Kelly Reed, Kentucky Department for Libraries and Archives

The Kentucky Department for Libraries and Archives has just launched its new, redesigned Web site at [kdl.ky.gov](http://kdl.ky.gov).

(Note: This link opens in a new browser window and leaves this site.)

"The site is designed to be user-friendly, simple and easy to use," stated James A. Nelson, KDLA commissioner and State Librarian, noting that this is the KDLA site's first major re-haul since its debut in 1996.

The new site, illustrated with historical photographs and records, now meets the common look and feel of the Kentucky government Web site standard. An important feature of the site is that the KDLA online catalog is accessible from every page.

Home page features now include a "County of the Month," and a profiled "Library of the Month." Visitor information is also included, with hours, driving directions, and a listing of the department's closings.(Note: The KDLA Web site also has an extensive list of services available only to state government employees. See [kdl.ky.gov/employees.htm](http://kdl.ky.gov/employees.htm).)

## Further features of the KDLA site are:

- "Ask A Librarian," online reference assistance from KDLA professionals;
- Research information on Kentucky topics;
- Genealogy research help and online ordering forms;
- Kentucky Library Job Hotline;
- Full listing of online publications and research resources on family history research, Kentucky's state symbols, and Kentucky history;
- Bibliographies of management/employee training and wellness/lifestyle topics;
- Complete listing of government records management assistance for local communities;
- Links to reputable sources outside of KDLA to further research on topics, including genealogy, distance learning, history and historical documents, and women's history resources.

Nelson added that the new site is part of "KDLA's efforts to increase public awareness of our programs, collections, and services, and to offer timely and efficient customer service to users of our Web site." He cited the importance of creating viable and credible research resources for citizens of the Commonwealth on topics, especially those that are Kentucky-related, as well as the agency's commitment to providing support for public libraries, archival institutions, and state government agencies in Kentucky.

KDLA's Web development mission is intended "to support and promote equitable access to quality, online information resources, and to further improve the visibility and marketing of libraries and public records, not only to citizens of the Commonwealth, but also to those around the world interested in Kentucky research."

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## KSP announces new community safety initiative

Submitted by Submitted by Les Williams, Kentucky State Police

The Kentucky State Police is partnering with several law enforcement-related groups and private sector companies to promote a new initiative that will provide Kentuckians with the skills to help make their communities safer from crime and terrorism.

Entitled “Partnerships For A Safer Community,” the initiative is funded by the U.S. Department of Justice Office of Community-Oriented Policing Services. Participating organizations include the Regional Community Policing Institute at Eastern Kentucky University, the Kentucky Crime Prevention Coalition, the Kentucky Office for Security Coordination-Homeland Security, Kentucky Utilities, Louisville Gas and Electric and CitizenObserver.com, an Internet-based crime prevention site.

“In the aftermath of Sept. 11, the need for strengthening and securing our local communities has become even more critical,” says Lt. Col. Rodney Brewer, acting deputy commissioner and director of police services for KSP. “In his 2002 State of the Union address, President Bush challenged all Americans to become involved in local homeland security efforts. Yet many of Kentucky’s citizens are uncertain about exactly how they can contribute to these efforts on a daily basis. ‘Partnerships For A Safer Community’ will provide guidance for practical activities in which citizens can become involved.”

At the heart of the effort is Neighborhood Watch, a nationwide program that has been in operation for 30 years. It provides a framework that trains and encourages citizens to help law enforcement agencies by watching, listening and reporting suspicious activities in their communities.

“Over the years, Neighborhood Watch has been highly successful in reducing crime in communities throughout the country,” reports Sgt. Phil Crumpton, acting commander of KSP’s Community Relations Branch. “Our goal is to revitalize and enhance this concept with terrorism awareness training and to increase the number of active Neighborhood Watch programs in Kentucky.”

Representatives from the 16 KSP posts throughout the state, along with local and university law enforcement officers, recently completed training about terrorism, community involvement and the Neighborhood Watch program. They will now take this knowledge back to their communities to help form partnerships between citizens and local law enforcement agencies in the fight to prevent crime and terrorism. The members of new and existing Neighborhood Watch programs will be provided with information to help them recognize signs of potential terrorist activity. They’ll also learn how to properly report that activity, making the residents a critical element in the detection, prevention and disruption of terrorism.

According to Crumpton, a key element in the enhanced Neighborhood Watch program is the addition of a new Web site, [www.citizenobserver.com](http://www.citizenobserver.com). (Note: This link opens in a new browser window and leaves this site.), which links members directly with local law enforcement agencies. Through the site, participants can access a variety of services including crime and terrorism alerts, prevention tips and missing person and wanted suspect alerts. It can also be used to schedule Neighborhood Watch meetings.

"The possibilities are tremendous," says Crumpton, who notes that one of the unique functions of the site is its ability to let KSP send out alerts or tips to a particular Neighborhood Watch group, or a specific community, county or region. In addition, KSP can now reach out to include individual school, church or business communities through e-mail, cell phone or pager technology.

An additional aspect of the partnership uses private sector resources to further boost the Neighborhood Watch program. Kentucky Utilities and Louisville Gas and Electric have agreed to add "McGruff, the Crime Dog" signage to their service trucks. Drivers of the trucks will be trained to provide assistance to children and other neighborhood residents in various situations.

"There are simply not enough law enforcement professionals in any community to be on every street all the time," says Brewer. "That's why concerned residents are the best assets of any law enforcement agency. As citizens, we all share the responsibility for reporting and preventing crime and terrorism in our communities. And remember, in many cases, the profits of drug trafficking can be traced all the way back to terrorist organizations financing their activities."

Brewer says he encourages all Kentuckians to consider establishing and participating in the Neighborhood Watch program, which he describes as a simple and effective program of neighbors watching out for neighbors.

"In doing so, they are also looking out for the nation, because secure neighborhoods are the cornerstone of a secure nation. It's an excellent way for all Kentuckians to make a positive difference in the fight against crime and terrorism."

## More information

For information on how to start or re-activate a Neighborhood Watch program, contact your nearest KSP post. Post locations and contact numbers can be found at [kentuckystatepolice.org](http://kentuckystatepolice.org). (Note: This link opens in a new browser window and leaves this site.)

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## Southeastern Kentucky history program receives added funding

American Legacies, a professional development program for southeastern Kentucky's history and social studies teachers in grades 4 - 12, recently received additional funding through a federal grant. With an additional \$983,960 from the U. S. Department of Education's Office of Innovation and Improvement, the program now has \$1,926,368 through the year 2006.

The Kentucky Historical Society, KHS, located at the Kentucky History Center, is a partner in American Legacies, and Rebecca Hanly, of KHS's Outreach Division, is coordinating the project.

"This additional funding means that we can reach many more teachers with the innovative resources that American Legacies has offered so far," Hanly said.

The American Legacies Fellows Program, which started in October 2002, currently serves 25 teachers committed to a three-year program of study. A new project, called American Legacies II: Immersion Seminars, will consist of three projects for one year each. Thirty teachers will be selected annually in grades 5, 8, and 11, which are the grades during which American history is mandated by the Kentucky Department of Education.

The incorporation of Kentucky history into the national story, particularly the history of the southeastern region, is a cornerstone of American Legacies. It is the result of combining the talents of University of Kentucky faculty members and education specialists from other partnering agencies, which include KHS, the Kentucky Heritage Council, and the Kentucky Department of Education.

The American Legacies service region contains eight counties: Bell, Clay, Harlan, Jackson, Knox, Laurel, Rockcastle, and Whitley. Harlan Independent Schools is the host district.

"We are very pleased to partner with the Kentucky Historical Society and the University of Kentucky on this project," said David Johnson, Harlan Independent superintendent. "This grant promises to provide valuable professional development services to the history teachers of our region that will benefit our students."

## More information

Teachers interested in participating should contact Rebecca Hanly at the Kentucky Historical Society, 502-564-1792, ext. 4475.

The Kentucky Historical Society is located at the Kentucky History Center in historic downtown Frankfort. For more information about KHS and its programs, call 502-564-1792 or 1-877-444-7867, or visit the agency's Web site at [history.ky.gov](http://history.ky.gov). (Note: This link will open in a new browser window and leave this site.)

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## Workforce Investment Act Awards presented

**Submitted by Kim Brannock, Education Cabinet (formerly Workforce Development)**

Kentucky Department for Training and Reemployment Commissioner Susan Craft and Kentucky Workforce Investment Board Chair Ken Oilschlager presented awards to seven alumni of state employment and training programs at a recent ceremony in Lexington.

Workforce Investment Act Awards are sponsored by the Department for Training and Reemployment to honor Kentuckians for overcoming educational, financial and personal obstacles to become employed. Awards also were presented to two professionals, two employers, three programs and two partners involved in education and training programs funded by the Workforce Investment Act (WIA).

## WIA Alumni Excellence Award recipients

### Daniel Baird

Daniel Baird of Williamsburg was 17 years old when his father died leaving him and his two younger brothers without parents. They lived for a while with a guardian but the arrangement was not successful and Baird left the home when he turned 18. With help from the Cumberland WIA Youth Opportunity Unlimited Program in Whitley County, he got custody of his youngest brother and arranged for his other brother to live with an aunt. The program also helped him get a job, rent an apartment, qualify for financial aid for school and enroll in Eastern Kentucky University.

### Johnny Collins

Johnny Collins of Weeksburg was trying to support his family on \$6,000 a year when he decided to become an underground coal miner. He could not get a permanent full-time job because he lacked experience. With help from the Eastern Kentucky Concentrated Employment Program Inc., he got experience through a WIA on-the-job training program with Starlight Coal Company in Allen. He became a certified underground miner and was hired by the company full time in 2002. Since then he has become a certified mining electrician and welder, been promoted to head electrician and repairman and now earns more than five times the salary he had before enrolling in the on-the-job training program.

### Jeremy Davis

Jeremy Davis of Horse Cave spent the first 12 years of his life moving from foster home to foster home and having difficulty in school. In the fourth grade, Davis was placed in the Metcalfe County School District and remained there until he graduated. At 14, his parents' rights were terminated and he was adopted. His attitude improved and he became interested in computer technology. Through the Barren River WIA youth program, he started working with computers for the Metcalfe County Board of Education where he gained experience in computer repair and programming and earned a Microsoft Hardware A Plus certification. Now Davis is working on a degree in network programming at Bowling Green Technical College.

### Betty Gaines

Betty Gaines of Alpha had worked at OshGosh B'Gosh in Albany for three years when she was laid off in January 2002. After trying unsuccessfully to find a job, Gaines sought help from the Cumberland WIA Dislocated Worker Program to pursue her dream of becoming a dog groomer and owning a shop. Gaines graduated from Nash Academy of Animal Arts in Lexington in December 2002 and opened her Dogie D Tails shop in Monticello in January 2003. The shop has been so successful that Gaines recently had to hire another groomer for the shop.

## **Cindy Payne**

Cindy Payne of LaGrange had four children and was going through a divorce when she came to KentuckianaWorks for financial help to go to school. Through WIA funding, Payne graduated from Spencerian College as a licensed practical nurse and now works for Baptist Hospital East in Louisville.

## **Kathy Terry**

Kathy Terry of Langley was a divorced single mother of two who had dropped out of high school and was on welfare. She earned a GED and an office systems degree from Hazard Community College but she was still having trouble finding a job. She entered Mayo Technical College's licensed practical nurse program and learned she was eligible for WIA assistance through the Big Sandy Area Community Action Program. After a semester at Mayo Technical College, she was accepted into the registered nursing program at Hazard Community College and WIA continued to fund the tuition, books and transportation to school. Terry now works for Pikeville Methodist Hospital as a registered nurse and plans to pursue a bachelor of science in nursing degree.

## **Roberta Wolford**

Roberta Wolford of Phelps was close to dropping out of college for the third time when she sought help at the Pike County JobSight, a comprehensive one-stop workforce center. WIA funding for tuition, books, transportation and other basic needs allowed her to finish an associate degree in medical assisting. She now works as a medical assisting instructor at the Pikeville Campus of the National College of Business and Technology where she once took classes.

# **Other WIA awards**

## **WIA Excellence in Customer Service Award**

Dinah Campbell of Hazard works as the Rapid Response Team coordinator at the Eastern Kentucky Concentrated Employment Program Inc. In the past year, the team has held meetings involving 39 employers and about 1,600 laid-off employees. Campbell's nomination cited her caring attitude and knowledge from 31 years in various positions with EKCEP.

## **Outstanding WIA Customer Service Awards**

Shirlene Taylor of Russell Springs is a business liaison for the Cumberlands WIA. Her nomination cited her excellent work skills and positive attitude and said she was chosen for the new position of business liaison because of her communication skills and industrious drive.

## **WIA Employer Excellence Award**

National Processing Co. (NPC) of Louisville has accessed Rapid Response services through Career Resource Inc., an area one-stop provider, during planned layoffs. The company has been committed to additional outplacement and career assistance to employees who were laid off. NPC has given employees up to four months notice of layoffs, provided two-hour interviewing skills workshops during work hours, and severance pay with insurance.

## **Outstanding WIA Employer Awards**

Sandsbury Care Center of St. Catherine has been a long-time partner for many of the youth employment programs in the Springfield Local Youth Networking Center (LYNC). In addition to offering training in areas such as certified nursing assistant, the center assists youth in learning employability and interview skills.

## **WIA Program Excellence Award**

Pendleton County One-Stop of Falmouth is the only employment services provider in the county. The center offers resume writing assistance, job search, job readiness workshops, computer training, job match and placement assistance, basic skill

instruction and skill assessment tests.

### **Outstanding WIA Program Awards**

KRA Corp. of Somerset has developed an individualized approach to providing services and working with students to meet their training needs. Among the services offered are assistance with reading, writing and math skills, job readiness preparation, career counseling, independent and basic life skills training, and community resources information.

Monroe County Board of Education of Tompkinsville provides in-school and out-of-school services for the community's students who need help with basic education and employability skills. In-school students meet for an hour after school for assistance while out-of-school students access the Kentucky Virtual University's PLATO on-line classes at local learning centers.

### **WIA Partnership Excellence Award**

Brain Gain Alliance of Louisville involves non-profit and for-profit organizations in a regional Web site that makes searching for career opportunities and/or searching for qualified job candidates easier for both job seekers and employers. Partners include Career Resources Inc., KentuckianaWorks, Greater Louisville Inc. and MyCareerNetwork.

### **Outstanding WIA Partnership Award**

Right Choice Partners of Hopkinsville assists non-custodial parents who are behind in child support payments to become employed and financially support their children. It provides a court advocate to the non-custodial parent to develop a court-approved work plan, plus job search assistance, job readiness skills, short-term training services and other support services.

## **More information**

View photographs of WIA Award recipients at [http://www.workforce.ky.gov/DTR\\_award\\_photos\\_03.htm](http://www.workforce.ky.gov/DTR_award_photos_03.htm). (Note: This link will open a new browser window and leave this site.)

For more information on workforce education and training, or other programs that connect Kentucky to employment, go to [workforce.ky.gov/](http://workforce.ky.gov/). (Note: This link will open a new browser window and leave this site.)

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## New organization helps disadvantaged businesses

Submitted by Selena Curry, Kentucky Transportation Cabinet

In December, the Kentucky Transportation Cabinet and Federal Highway Administration jointly announced the formation of a private, non-profit organization for promoting communication and training between the agencies and disadvantaged businesses. The new organization is the Kentucky Association of Disadvantaged Business Enterprise, KADBE.

The Federal Highway Administration has given the Transportation Cabinet approval to use \$45,000 of the Cabinet's federal funds from the Disadvantaged Business Enterprise Supportive Service Mentor Program Plan to assist KADBE.

Both FHWA and KYTC have made a commitment to increase the activity of certified Disadvantaged Business Enterprise (DBE) firms in the Cabinet's highway construction program. This is a unique opportunity to encourage certified DBEs to “re-start” meetings and invest their common interest to provide quality client services and become the voice for minority and women owned businesses in the Commonwealth.

The idea for KADBE came from the Cabinet's “Let's Talk” forum held in July. The forum was the first of its kind to allow DBEs, prime contractors and Cabinet representatives to come together and share their experiences, observations, impressions and expectations about the Cabinet's DBE Program. The honest and open dialogue between forum participants identified action plans and proposed various timetables to the Cabinet for implementation.

One of the main issues coming out of the forum was the need to improve communication between the DBEs and prime contracting industry as well as the Cabinet. As a result, the formation of KADBE was proposed.

Michael White, owner of America's Finest Filters, Inc. (Louisville, DBE) has been elected Board President of KADBE. Other Board members include Toni Levy of Louisville, Sandy Holbrook of Mt. Sterling, Sheila Pruitt of Knob Lick, Tracey Ball of Lexington, Tiffany Taul of Mt. Sterling, Pat Dun of Lexington, Carolyn Adams of Owensboro, Sandra Forest of Horse Cave and Diana Harris of Lexington.

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## State e-mail addresses changing

By Donna Wildt, Governor's Office of Technology (GOT)

There have been quite a few questions concerning the switch to ky.gov as the primary smtp for all mailboxes. Following are the answers to many of those questions.

### **Q. What is the timeframe for existing mailboxes to be changed over to ky.gov?**

A. This will be determined by your agency and coordinated with the GOT E-mail Team. However, the deadline for all mailboxes to be switched over is March 31.

### **Q. Will the mail.state.ky.us address be removed?**

A. No. When your agency makes the switch over to ky.gov on existing mailboxes, your current address will be retained indefinitely as a secondary smtp to allow for continued delivery. The mail.state.ky.us will eventually fade away as mailboxes are removed from the system due to retirement or transfer and new ones are created. New boxes (as of Sept. 19, 2003) will not have the mail.state.ky.us address at all.

### **Q. As an employee, do I have to do anything?**

A. No. To most users this will be a transparent change. Those users who are subscribed to listserves, newsgroups, etc. will need to unsubscribe before the switch over occurs, using their mail.state.ky.us address, and re-subscribe after the change over using their new ky.gov address.

### **Q. Which agencies have already switched over to ky.gov?**

A. As of the end of January, the following agencies are using the new ky.gov address:

Children's Advocacy Centers Economic Development Education, Arts and Humanities Finance Board of Elections Registry of Election Finance Board of Accountancy Board of Engineers and Land Surveyors Board of Nursing Board of Medical Licensure Educational Professional Standards Board Board of Physical Therapy Real Estate Commission Board of Dentistry Board of Optometric Examiners Board of Real Estate Appraisers Board of Architects Commission on Human Rights Personnel Board Treasurer's Office Governor's Office GOT (Governor's Office for Technology) Department of Libraries and Archives Public Protection (Includes Labor, Public Advocacy and Natural Resources) Department for Local Government Department of Personnel Tourism Transportation Veterans' Affairs Health and Family Services (Includes the former Cabinets for Families and Children and Health Services) Justice

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## Calendar

[February](#) | [March](#) | [April](#) | [State Holidays for 2004](#)

## February

**February is Black History Month**

**2004 is a Leap Year; February has 29 Days**

### Currently - through Feb. 28

**Joining the Ranks: African Americans in the Military, Kentucky History Center exhibit, Frankfort**

For more information, go to [history.ky.gov/Museums/Changing\\_Exhibits.htm](http://history.ky.gov/Museums/Changing_Exhibits.htm). (Note: This link opens in a new browser window and leaves this site.)

### February 6-8

**Eagle Watching Weekend, Kenlake State Resort Park**

See American Bald Eagles in their winter habitat. A minimal registration fee includes a guided viewing tour of the eagles, complimented by such features as special training sessions and speakers. For more information, go to [www.kystateparks.com](http://www.kystateparks.com). (Note: This link opens in a new browser window and leaves this site.)

### February 8

**College Goal Sunday: Meetings offer financial aid info**

For more information, go to [college.htm](http://college.htm).

### February 11-14

**National Farm Machinery Show and Championship Tractor Pull Kentucky Fair and Exposition Center, Louisville**

The largest indoor farm show in America, this annual event was designated a Southeast Tourism Society Top 20 Event for First Quarter 2004. For more information, go to [www.farmmachineryshow.org](http://www.farmmachineryshow.org). (Note: This link opens in a new browser window and leaves this site.)

### February 14

**Valentine's Day**

**Valentine's Getaway Weekend, Kentucky State Parks**

Barren River Lake – Honeymoon Weekend, February 13 - 15/ \$190 per couple Package includes two nights' lodging, Friday '50s night with Karaoke, Saturday night dinner, dance with party favors and hors d'oeuvres, and Sunday breakfast buffet. Musical entertainment for Saturday provided by "Black Velvet." Dance begins at 8:00 pm.

Blue Licks Battlefield – Valentine's Dinner Theatre, February 13, 14, 15/ \$100 per couple Package includes one night's lodging, dinner, and theatre. \$25 per person for dinner and theatre only. \$10 per child ages 6 to 12.

Children under 6 are \$5 each. Dinner begins at 6:30 pm with the theatre starting at 7:30 pm. The theatre show, “Love Letters,” is a love story following two would-be lovers through their vastly different lives.

Buckhorn Lake – Sweetheart Weekend, February 13 – 14/ \$139 per couple Package includes one night’s lodging, dinner, dance, party favors and hors d’oeuvres, and continental breakfast. The dance will have DJ Lee Hendricks spinning tunes for all tastes. A special lodging rate of \$30 for Thursday or Saturday night is being offered for those who purchase the Friday night package. Special activities for this weekend include a campfire with s’mores, a scavenger hunt, and the Not-So-Newlywed game.

Carter Caves – Valentine’s Dinner Theatre, February 13, 14/ \$25 per person Spend some time alone in a naturally beautiful setting nestled away in the foothills of Eastern Kentucky. Romance that special someone in your life with a nice dinner followed by a theatrical performance. Lance Brown's "A Tribute to Will Rogers" is this year’s presentation and is guaranteed to have you laughing through the night. Friday night, Saturday matinee, and Saturday night show available.

Cumberland Falls – Valentine Getaway, February 14 - 15/ \$125 per couple Package includes one night’s lodging, dinner, dance, and breakfast. The live band “2 Cool” will entertain the dance crowd.

Dale Hollow Lake – Valentine Celebration, February 14 - 15/ \$99 per couple Package includes one night’s lodging, dinner, and dance featuring the live band “Crossfire” and Sunday morning brunch. Dance is from 8 - 11 pm.

General Butler – Perfect Harmony Weekend, February 13 - 15/ \$230 per couple Package includes two nights’ lodging, Friday and Saturday dinner buffets, Saturday and Sunday breakfast buffets, and activities. Special weekend activities include Yoga workshop, carriage rides, and Monte Carlo Night with special music from David Stahl and Reed Moore.

Greenbo Lake – Valentine’s Getaway, February 14 - 15/ \$90 per couple Package includes one night’s lodging, special Valentine’s dinner, and theatre presentation of “A Visit with Mark Twain.” Room amenities include cheese cubes and sparkling cider. Tickets for the theatre only are \$8 per person.

Kentucky Dam Village – Country Sweetheart Weekend, February 13 - 15/ \$170 per couple Package includes two nights’ lodging, Friday night dance lessons and sundaes, Saturday dance lessons, prime rib dinner buffet, dance, and Sunday brunch. The band “Critical Condition” will be providing the musical entertainment at the dance from 8 pm until midnight. Hors d’oeuvres, set-ups, and party favors are provided.

Lake Barkley – Sweetheart Weekend, February 13 - 15/ \$205 per couple for a two-night package, \$149 per couple for a one-night package Package includes one or two nights’ lodging, Saturday night prime rib/shrimp dinner, dance with hors d’oeuvres, party favors, and buffet breakfast Sunday. Dance is from 8:30 pm until 12:30 am. Music provided by Pam Weston.

Lake Cumberland – Sweetheart Weekend, February 13 - 15/ \$199 per couple. Package includes two nights’ lodging, Friday night “A Night at the Races,” Saturday night prime rib dinner buffet, dance, and party favors, set-ups, hors d’oeuvres, and breakfast Saturday and Sunday. The “Bad Habits” band will play Saturday night from 8:30 pm until 12:30 am.

Pennyrile Forest – Valentine’s Masquerade Weekend, February 14 - 15/ \$120 per couple. Package includes one night’s lodging, Saturday night dinner and dance, and breakfast. Dance the night away with a DJ Good Vibrations

from 8:00 pm to midnight. Dance includes refreshments, door and costume prizes.

Pine Mountain – Sweetheart Weekend, February 14 - 15/ \$135.00 per couple. Package includes one night's lodging, dinner, dance, and party favors, Sunday breakfast buffet. Live music provided by “The Shining.”

Rough River Dam – Sweetheart Weekend, February 14 – 16/ \$199.00 per couple. Package includes two nights' lodging, Friday night activity, Saturday night prime rib dinner buffet, dance with the live band, party favors, and breakfast Saturday and Sunday.

For more information on each resort, go to [www.kystateparks.com/resorts.htm](http://www.kystateparks.com/resorts.htm). (Note: This link opens in a new browser window and leaves this site.)

## **February 16**

### **Presidents' Day**

## **February 28-29**

### **Kentucky Crafted: The Market, Kentucky Fair and Exposition Center, Louisville**

In its 23rd year, Kentucky Crafted: The Market will showcase the state's rich craft culture among 300-plus exhibitors. Call 502-564-3757 or go to [www.kycraft.org](http://www.kycraft.org) for more information. (Note: This link opens in a new browser window and leaves this site.)

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## **March**

### **March is Women's History Month**

## **March 3**

### **Commemoration of 1964 Civil Rights March on Frankfort**

Go to [civilrights.htm](http://civilrights.htm) for more information.

## **March 17**

### **St. Patrick's Day**

## **March 20**

### **First Day of Spring**

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## **April**

**April 9**  
**Good Friday**

**April 11**  
**Easter**

**April 22-25**  
**Rolex KY Three Day Event, Kentucky Horse Park, Lexington**

The only four-star level equestrian competition in America, this is where the U.S. Olympic Equestrian Team will be chosen for Athens 2004. For more information, call 859-233-2362 or visit [www.rk3de.org](http://www.rk3de.org). (Note: This link opens in a new browser window and leaves this site.)

Note: For more events across Kentucky, go to Tourism's Web site at [www.kentuckytourism.com](http://www.kentuckytourism.com), or the Kentucky Tourism Council's Web site at [www.tourky.com](http://www.tourky.com). (Note: These links open in a new browser window and leave this site.)

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## **State Holidays 2004**

Martin Luther King, Jr.'s Birthday: Jan. 19

Good Friday (half-day): April 9

Memorial Day: May 31

Independence Day: Monday, July 5

Labor Day: Sept. 6

Veterans Day: November 11

Thanksgiving day plus one extra day: Thursday, Nov. 25 and Friday, Nov. 26

Christmas day plus one extra day: Friday, Dec. 24 and Monday, Dec. 27

New Year's day plus one extra day: Friday, Dec. 31 and Monday, Jan. 3, 2005

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## Cabinet Comments

### Technical Education: Four technology centers win Schools of Excellence honors

**Submitted by Mary Ann Scott, Education (formerly Workforce Development)**

Four Department for Technical Education area technology centers (ATC) recently won Schools of Excellence awards.

Garrard County ATC, Mayfield/Graves County ATC, Meade County ATC and Nelson County ATC were honored with the award.

Schools of Excellence are given to ATCs whose students have at least an 80 percent completion rate and have a student placement rate of at least 90 percent in jobs, postsecondary education or in the military.

The Department for Technical Education administers 53 area technology centers for secondary students.

## Travel: 2004 travel guide available

The 2004 edition of Kentucky's Great Getaway Guide is now available. The annual vacation guide is produced by the Department of Travel, which promotes the Commonwealth as a travel destination.

The Great Getaway Guide is a 138-page magazine-style book that features information on Kentucky attractions, destinations and accommodations. Highlights of the book include themed itineraries, regional travel suggestions and a 22-page Calendar of Events. The guide is illustrated with dramatic color photography, maps and annotated indexes.

To request a Great Getaway Guide, call 800-225-TRIP (8747). The guides are also available at Kentucky's eight Welcome Centers and online in PDF format. The online version is at [www.kentuckytourism.com](http://www.kentuckytourism.com). (Note: This link opens in a new browser window and leaves this site.)

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## Staff changes include appointments, retirements

[Historical Society](#) | [Personnel Board](#) | [Transportation](#)

### Historical Society: New director named

**Submitted by Tami Vater, Kentucky Historical Society**

As young boys, Kent Whitworth and his twin brother roamed the halls of the Old State Capitol and learned about the Kentucky Historical Society while their father researched their family history in the Society's genealogy library. Today Kent Whitworth is once again walking the halls where Kentucky history is honored, but now, as of Jan. 5, he walks those halls as the executive director of the Kentucky Historical Society.

Whitworth is a Louisville native and a graduate of Asbury College in Wilmore. He earned a master's degree in history, with an emphasis in historic preservation, from Middle Tennessee State University.

Before coming to KHS, he had served as executive director of the East Tennessee Historical Society since 1995, after serving as director of marketing and college relations at Asbury College. Prior to that, he served as director of Blount Mansion in Knoxville, Tennessee. While at the East Tennessee Historical Society, Whitworth helped lead a \$20-million expansion and renovation of the East Tennessee History Center, which is scheduled for completion in late 2004.

Following Whitworth's appointment as executive director of KHS and its programs, former president of the Kentucky Historical Society's Executive Committee, Walter Baker stated, "In Kent Whitworth, we have found a highly qualified person, possessing the energy and enthusiasm to make KHS one of the leading state history organizations in America."

"Kent is both a talented and personable individual," said James E. Wallace, who had served as the Society's interim director since March 2003. "He was selected after a six-month-long national search, and he brings energy, expertise and knowledge of Kentucky that will help move the Society forward. I know that KHS will gain from his leadership."

Whitworth will oversee a \$7.3-million dollar budget and a staff of 81, as well as the day-to-day operations of the Society's 20-plus educational programs that include the Old State Capitol, Kentucky Military History Museum and the Kentucky History Center.

Joining him in the move to Kentucky are his wife, Sarah, and two children, Andrew, age 11, and 7-year-old Margaret.

When asked how he felt about taking on this new position, Whitworth smiled, saying, "I'm excited about the momentum at KHS for several reasons. The story of Kentucky's people and their heritage is a compelling one and the staff here has passion for preserving and sharing it."

As a man who enjoys a challenge, Whitworth is looking forward to "rolling up the sleeves, and getting his hands around" the KHS program and working with the staff as a team.

## More information

The Kentucky Historical Society is located at the Kentucky History Center in historic downtown Frankfort. For more information about KHS and its programs, visit the Web at [history.ky.gov](http://history.ky.gov) (Note: This link opens a new browser window and leaves this site.), or call (502) 564-1792 or 1-877-444-7867.

(Note: See the "full page" for a photo.)

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## **Personnel Board: Executive director retires**

**Submitted by Daniel F. Egbers, Department of Personnel**

Hanson Williams will retire effective March 1 as executive director of the Personnel Board, a position he has held since February 1992.

Williams' leadership ushered in an era of professionalism and cooperation with state agencies, and he was instrumental in the restoration of trust between state employees and the Personnel Board. In addition to his administrative duties, he served as a hearing officer for numerous cases and also took the time to lend his expertise in training programs sponsored by the Personnel Board, the Personnel Cabinet and the International Personnel Management Association.

His background in education and law made Williams well qualified to lead the Personnel Board.

He received a degree in English in 1969 from Murray State University, where he also earned a master's degree in 1971. He began his working career as a teacher in Hopkinsville, his hometown, and also worked as a teacher and coach in Florida. After earning a law degree from the University of Louisville in 1975, he briefly maintained a private law practice in Hopkinsville, before he was appointed assistant attorney general, working in the office of Uninsured Employer's Fund.

His work in state government has also included positions as an attorney with Consumer Protection and Consumer Intervention, and a variety of responsibilities in the former Department of Human Resources, including its Office of General Counsel, Child Support Enforcement, and Office of Inspector General. He also served for a time as a program manager in Education and Humanities.

Williams also has several years of experience outside of state government, including in private law practice, and he briefly resigned from state government to run for district judge in 1980.

His most recent tenure with state government has been since 1991, and he will be greatly missed when he again leaves to begin retirement on March 1.

(Note: See the "full page" for a photo.)

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## **Transportation Cabinet: Secretary named**

**Submitted by Selena Curry, Kentucky Transportation Cabinet**

The Transportation Cabinet welcomes Lt. Gen. Maxwell Clay Bailey as the new Secretary of Transportation.

Secretary Bailey retired from the US Air Force in March 2002, after 32 years of service. His last position was commander,



Air Force Special Operations Command, Hurlburt Field, Florida, where he directed one of the Air Force's nine major commands. He provided special operations forces for worldwide deployment, including the successful Operation, Enduring Freedom, in Afghanistan. The command consisted of approximately 12,500 active duty, Reserve, Air National Guard, and civilian professionals.

From 1998 to 1999, Gen. Bailey led Air Mobility Command's 21st Air Force. He provided operational, logistics, air transportation, communications, legal and safety support and guidance to all active duty airlift and air refueling units from the Mississippi River to Southwest Asia.

From 1997 to 1998, he was director, Center for Operations, Plans and Policy, United States Special Operations Command, MacDill Air Force Base, Florida. He directed the worldwide activities of all Services' special operations forces to regional combatant commanders and US ambassadors. He developed plans, policy, and strategy for sensitive military operations including counter terrorism and counter proliferation of weapons of mass destruction.

From 1969 to 1997, Gen. Bailey held progressive leadership positions directing units ranging from 180 people and 18 aircraft to over 6,000 people and 80 aircraft of 6 different types. In 1990 and 1991, as wing commander of the 317 Tactical Airlift Wing, he deployed and commanded forces at several locations on the Arabian Peninsula during Operations Desert Shield and Desert Storm. He has operational experience in the C-130 (15 different models), KC-135, MH-53, MH-60 and is a rated parachutist.

In 1982, he earned his master's degree in military art and science from the U.S. Army Command and General Staff College in Fort Leavenworth, Kansas. He received a bachelor's degree in humanities in 1969 from the U.S. Air Force Academy in Colorado Springs, Colorado.

After his retirement from the Air Force, he developed programs to assist the Kentucky law enforcement community with Homeland Security with the Department of Criminal Justice Training. The program focused on security improvements to reduce communities' vulnerability to hostile acts with anti-terrorism defensive measures.

Secretary Bailey and his wife, the former Joyce Preston, are from Paintsville, and now live in Paris. They have a daughter, Carolyn.

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Kentucky Department of Personnel, Communications 200 Fair Oaks, Frankfort, KY 40601, 502-564-3433 E-mail comments and suggestions to: [MargaretA.Harney@ky.gov](mailto:MargaretA.Harney@ky.gov)